



DFAS Support to DIMHRS Pay Module

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Agenda



- Program Governance
- Pay Module Overview
- Major Activities Underway
- Next Steps

Program Governance



- Acquisition Guidance
- Organization Structure
- Collaboration

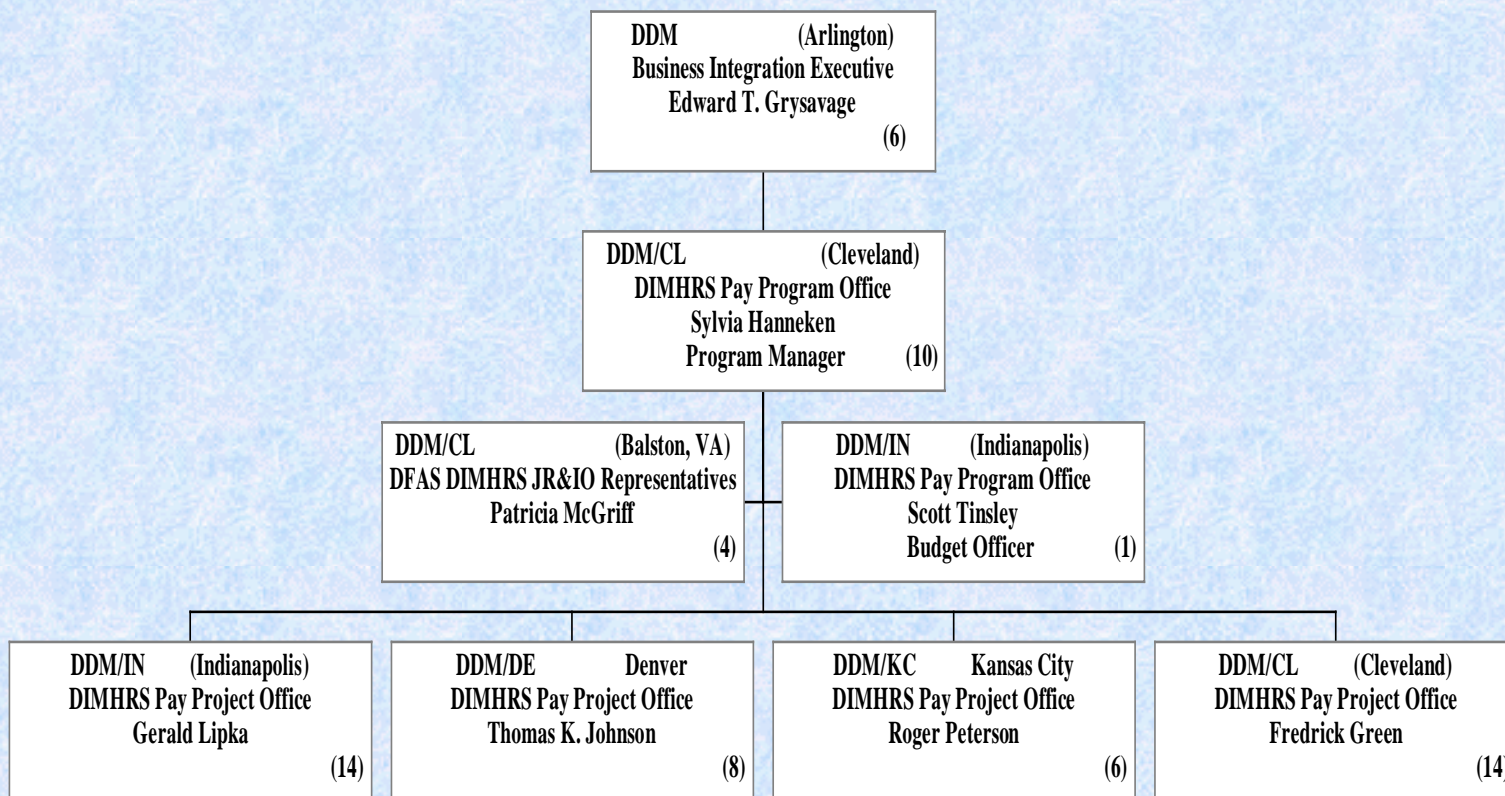
Program Governance

Acquisition Guidance



- DIMHRS Milestone I Approval on May 25, 2000
- DIMHRS Pay Module (DPM) Approved as First Useful Asset: August 29, 2000 (Phase I Plan)
 - In-Process Review for DPM: June 2001
 - Milestone II for Remaining Program Assets: September 2001
- Acquisition Decision Memorandum - Phase I Analysis/Planning for Development: October 27, 2000
- Memorandum of Agreement (MOA)
 - DFAS and DIMHRS Program Executive Office - Information Technology: Signed October 18, 2000
 - Deputy DIMHRS Program Manager for Pay
 - DFAS Is Subcontractor to Develop Pay Module Using DIMHRS Standards and Technology

Program Governance Structure & Staffing



Program Governance

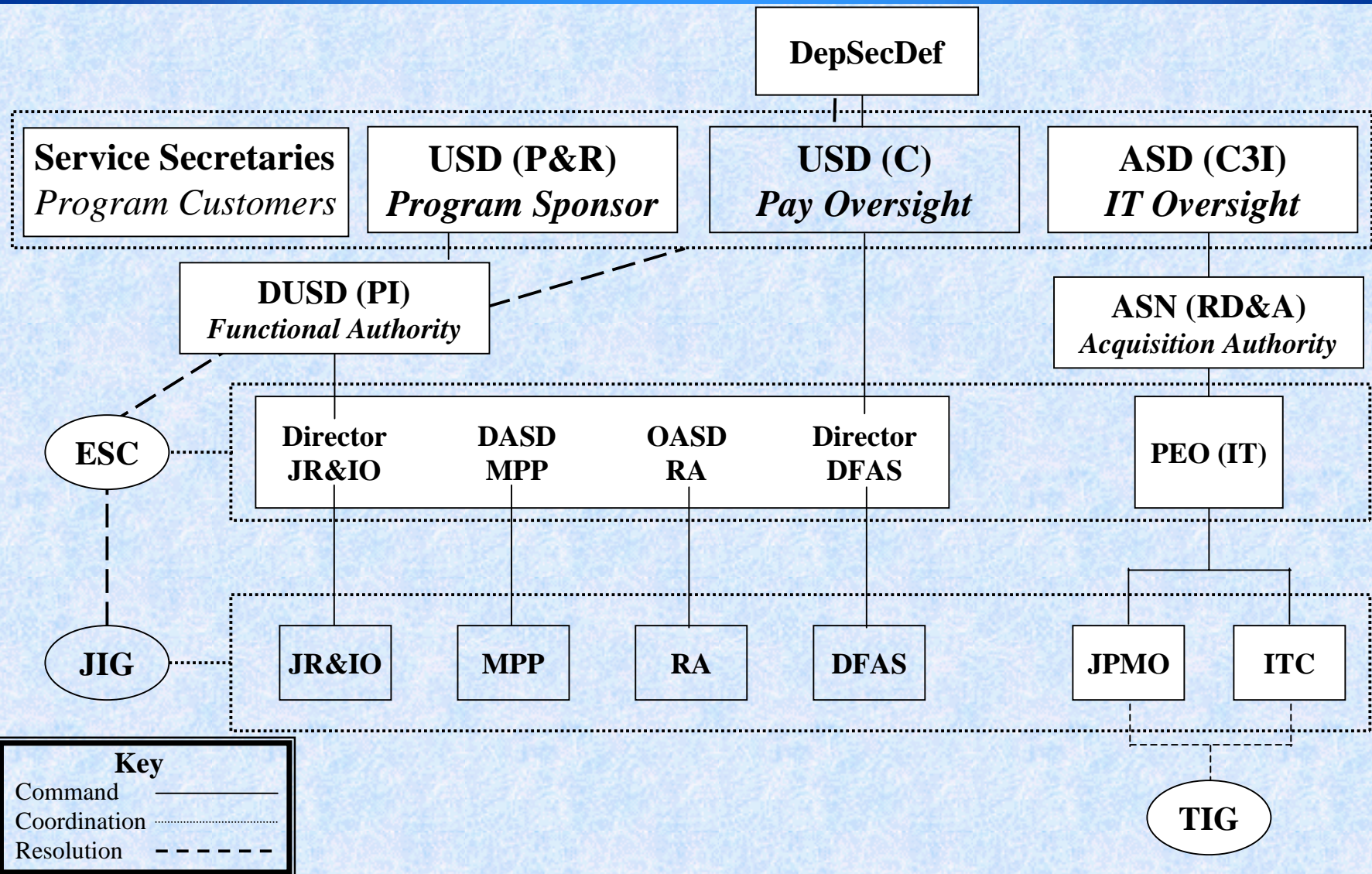
Key Features



- Key Project Management Officers
- Project Teams at each DFAS MilPay Site
- Representation
 - Joint Program Management Office (NOLA)
 - Joint Requirements and Integration Office (Balston, VA)
- Military and Civilian Pay Services Liaison for DIMHRS



DIMHRS (Pers/Pay) Governance Model



Program Governance

Collaboration Features



- DIMHRS Joint Program Management Office
 - Pay Program Liaison at New Orleans
 - Action Collaboration Teams (ACT) Developing Acquisition Documentation and Plans
- Joint Requirements & Integration Office (JR&IO)
 - Development of Entitlement Authorization Requirements
 - Supports Pay Module Schedule
- Workshops
 - JR&IO Requirements Workshops
 - Accounting and Disbursing Workshops
- Thrift Savings Board/National Finance Center
 - Partnership to Develop Military TSP for DIMHRS

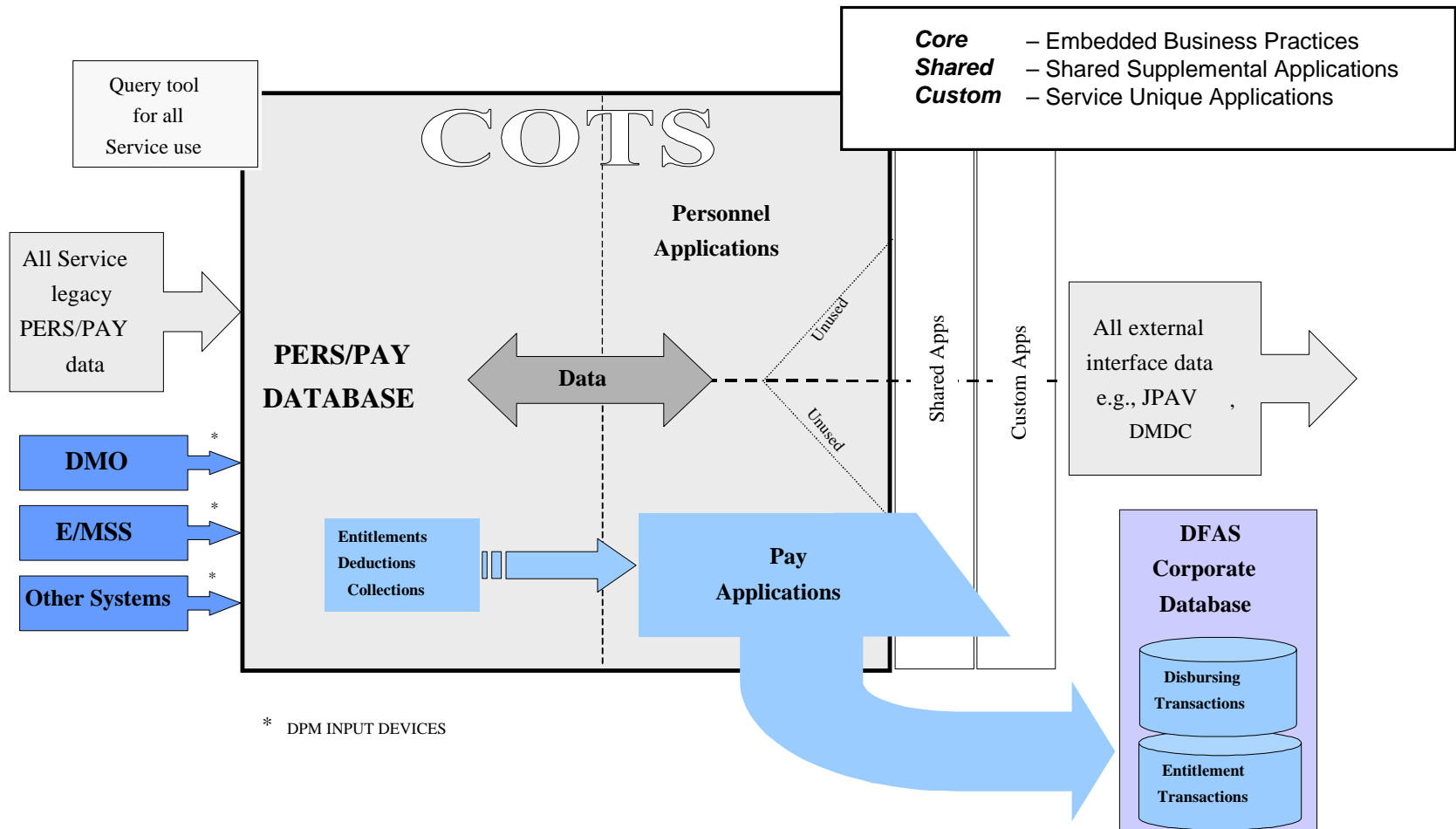
Pay Module – Overview



- System Concept
- Implementation Strategy
- DIMHRS Useful Assets
- Schedule

Pay Module – Overview

Pay Module Context



Pay Module – Overview

Implementation Strategy



- Principles
 - DFAS & Military Service Involvement Throughout
 - Legacy Systems Remain Active until Replacement Complete
 - COTS Forms DIMHRS System Baseline
- Approach
 - Common Database Fed by Transformed Legacy Personnel and Pay System Data
 - Functionality Segmented by Core, Shared and Custom

Pay Module – Overview

Implementation Strategy (cont'd)



- Minimize Impact on Field/Finance Offices
 - Retain Modern Input Systems
 - e.g. DMO
 - Current Data Feeds Continue
 - All Data Input Translated for Integrated Database (Personnel, Pay and Other Interfaces)
- Reduce Field Workload
 - Source Data Entry (e.g. Housing Office Enters Basic Allowance for Housing Data)
 - Employee/Member Self-Service (e.g. Member Initiates an Allotment)
 - E-commerce Reduces Paper-handling

Pay Module – Overview

Implementation Strategy (cont'd)



- Robust Customer Support
 - Customer Message Management Capability
 - Automatically Tracks and Prioritizes Customer Inquiries
 - Maximize Use of Emerging Technology
 - Multi-Service Support to Members
- Commercial Sourcing as Supported by Business Case
 - Debts
 - Taxes
 - Other

Pay Module – Overview

Implementation Strategy (cont'd)



- Functional Baseline Defined for Pay
 - Unified Modeling Language Activity Diagrams (Computation Logic)
 - Analysis of Legacy Pay Data
 - Interface Plan
 - Capacity Analysis of Legacy Pay Processing
 - Baseline Performance and Customer Service Metrics
- Pay Accounting and Disbursing Functions Performed by DFAS Corporate Systems

Pay Module – Overview

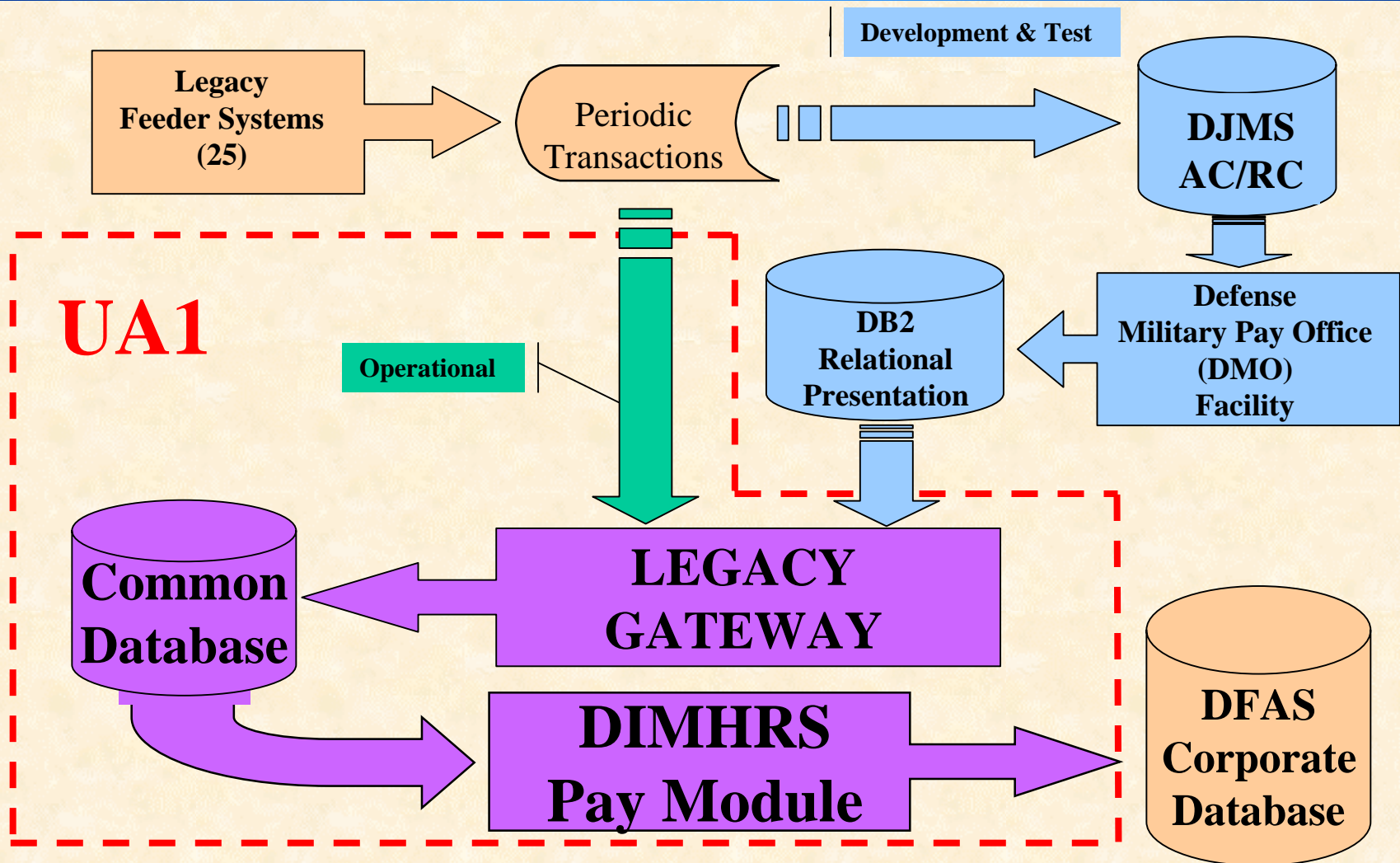
DIMHRS Useful Assets (UA)



- **Useful Asset ONE (DPM)**
 - Entitlement Authorization
 - Pay Computation
 - Common Database
- **Useful Asset TWO**
 - Support to Warfighter
 - Support of Joint Personnel Asset Visibility (JPAV)
- **Useful Assets THREE/FOUR/FIVE/SIX**
 - Army Personnel
 - Marine Corps Personnel
 - Air Force Personnel
 - Navy Personnel
- **Useful Asset SEVEN**
 - Remaining Legacy Functionality

Pay Module – Overview

Useful Asset 1 (UA1) Schema



Pay Module – Overview

DIMHRS Useful Asset 1 (UA1)



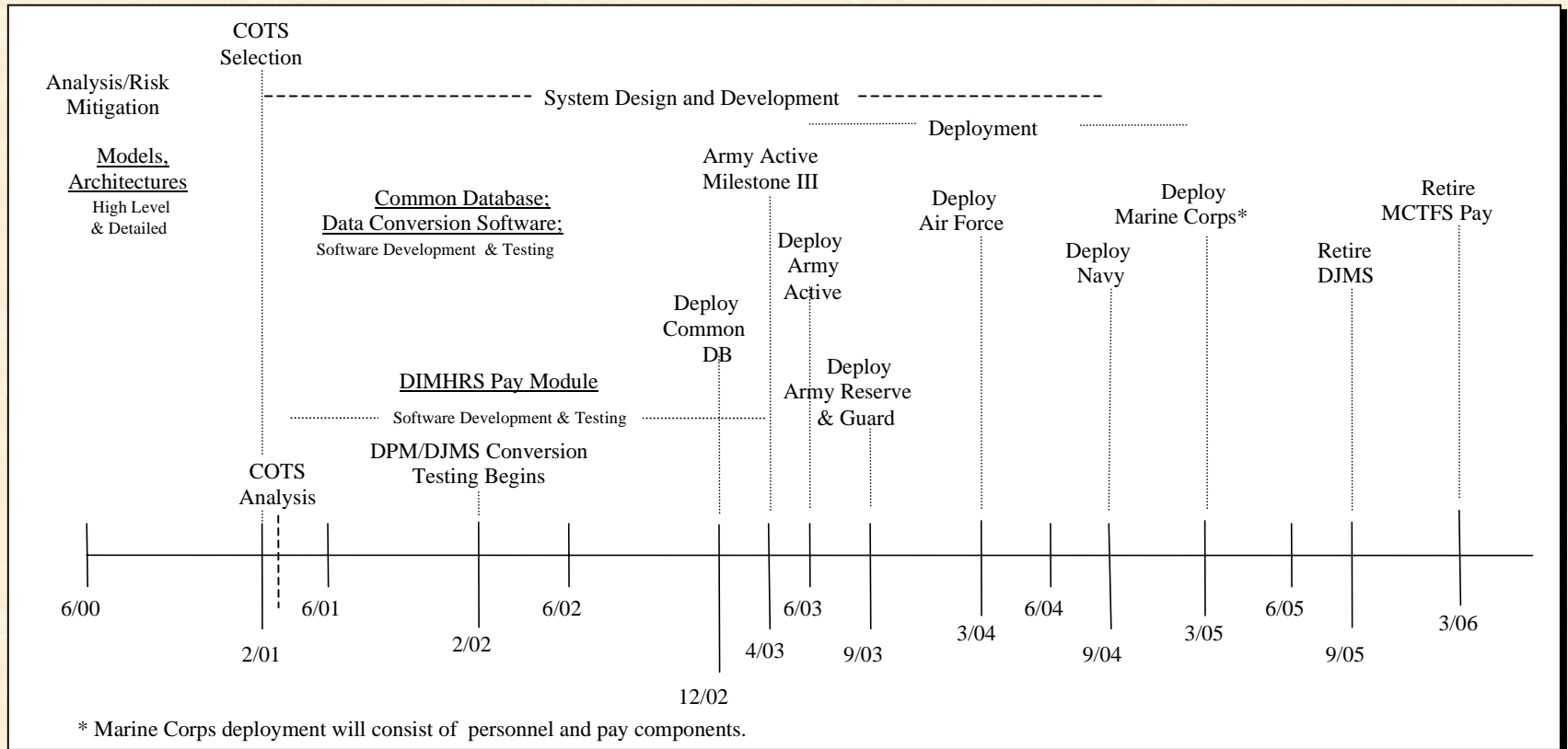
- DPM Will Be Developed In Six Increments
 - Increment 1 Begins Prototyping in May 2001
 - DPM Development “Proof of Concept”
 - Permits Validation of DPM Construction Plan Based on COTS
- Legacy Gateway Will Facilitate DPM Developmental Testing
 - Populate DIMHRS Common Database
 - Gateway Development in Progress
- DPM Will Utilize DIMHRS Common Database Design

Pay Module – Overview

Pay Module Schedule



- Integrated Data Centric Approach: Common Data Store First
- DPM Standard User Interfaces for Field Input
- Service by Service Implementation
- Subset of DIMHRS (Pers/Pay) Master Integrated Project Schedule





Major Activities

<u>ACTIVITY</u>	<u>STATUS</u>	<u>NEXT STEPS</u>
MilPay Concept of Operations	Coordinated in DFAS	With Services for Comment
DPM/DCD Interface ConOps	Posted on iSTARS	Workshops Building Details
DPM Computation Requirements	Provided to JIG	JR&IO Building Authorization Details
Initial Technical/System Architecture Plan	Complete	JPMO & DFAS Completing Details
COTS Analysis Plan/Schedule	DFAS Submitted Pay Section	JPMO to Release in April
Data Planning and Analysis	DFAS Submitted Pay Section	JPMO Expanding for Personnel
Interfaces Planning and Analysis	MCTFS Complete DJMS In Progress	Complete DJMS; Initiate Design Details with JPMO
Operations Analysis/Metrics Task Force	Briefing to ESC/JIG in April	Identify Participants, Assuming ESC Approval
DPM Build/Test Plan	Draft in Progress	Submit for Program Coordination
Cost Benefit Analysis	DPM Portion Complete	JPMO Staffing Program Level CBA for UA1

Commercial Off the Shelf (COTS) Selection and Schedule



- Award Announced 20 March 2001
- Product Delivery Expected April 2001
- Extensive DFAS Participation in the Selection/Evaluation Process
- Single COTS for DIMHRS (Pers/Pay)
 - Emphasis on Management of COTS
 - Architectural Flexibility
 - Upgradeability
 - Sustainment
 - No Changes to Core COTS Except by Vendor where Essential
- Use GOTS (DMO) and DCD

Major Activities

Operations Analysis Task Force



- **Concept**
Deployment of DIMHRS Pay Module May Alter Central Site/Field Processes, Organizations and Business Partnerships.
- **Objective**
Analyze the Impact of DIMHRS Implementation on Central Site and Field Operations in Partnership with DFAS Business Managers, DIMHRS Principals and Service Representatives.
- **Deliverable**
DFAS Organization, Staffing Plans and Transition Plans.

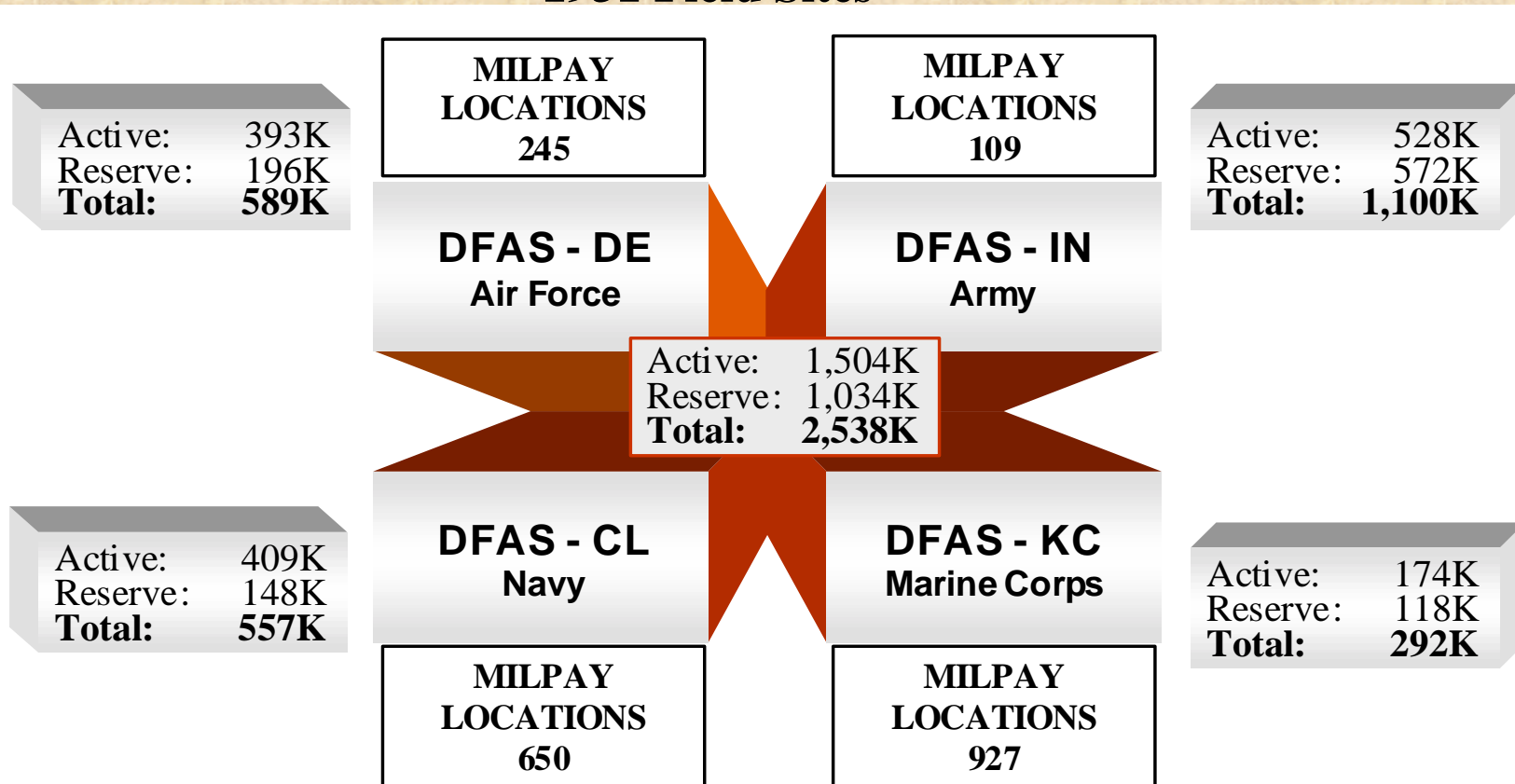
Major Activities

Operations Analysis Task Force



“AS-IS” Pay Environment

- 4 Major Central Sites
- 1931 Field Sites



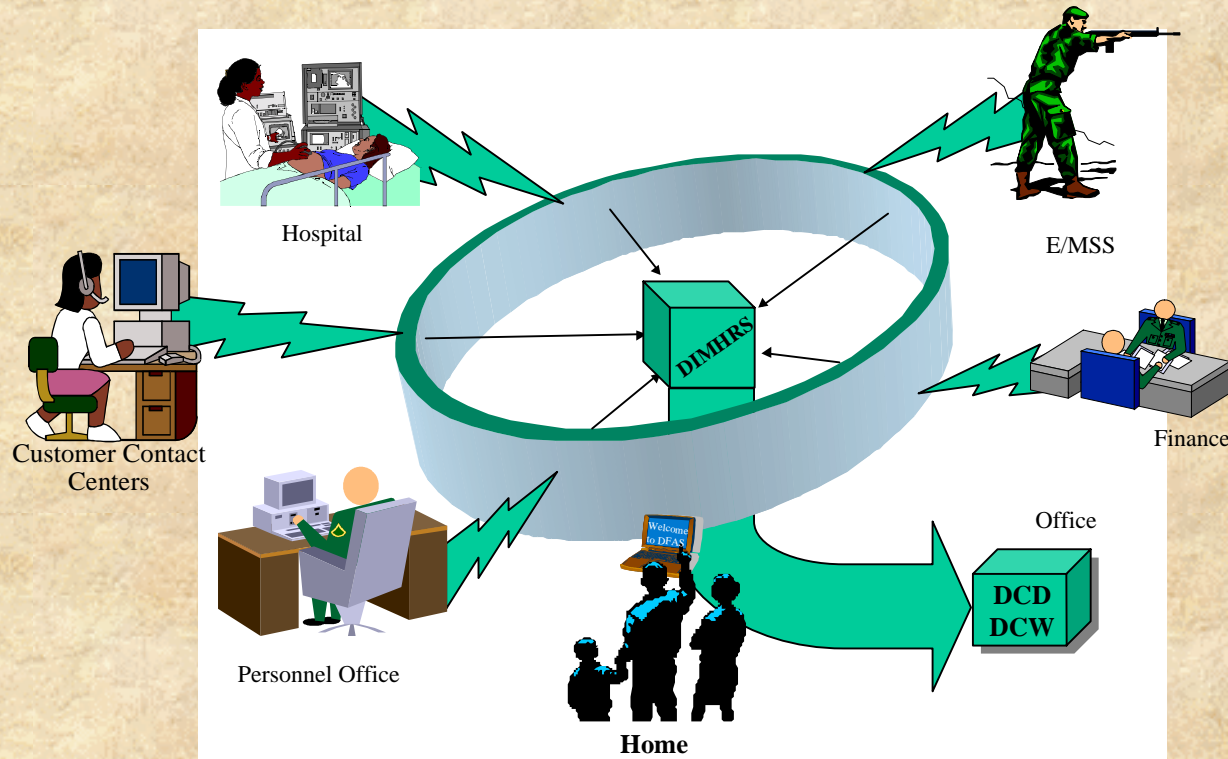
Major Activities

Operations Analysis Task Force



Future Pay Environment

- Source Data Entry
- Web and other technology enhancements



- Supports direct interaction with customers
- Supports changing operational environment

Major Activities

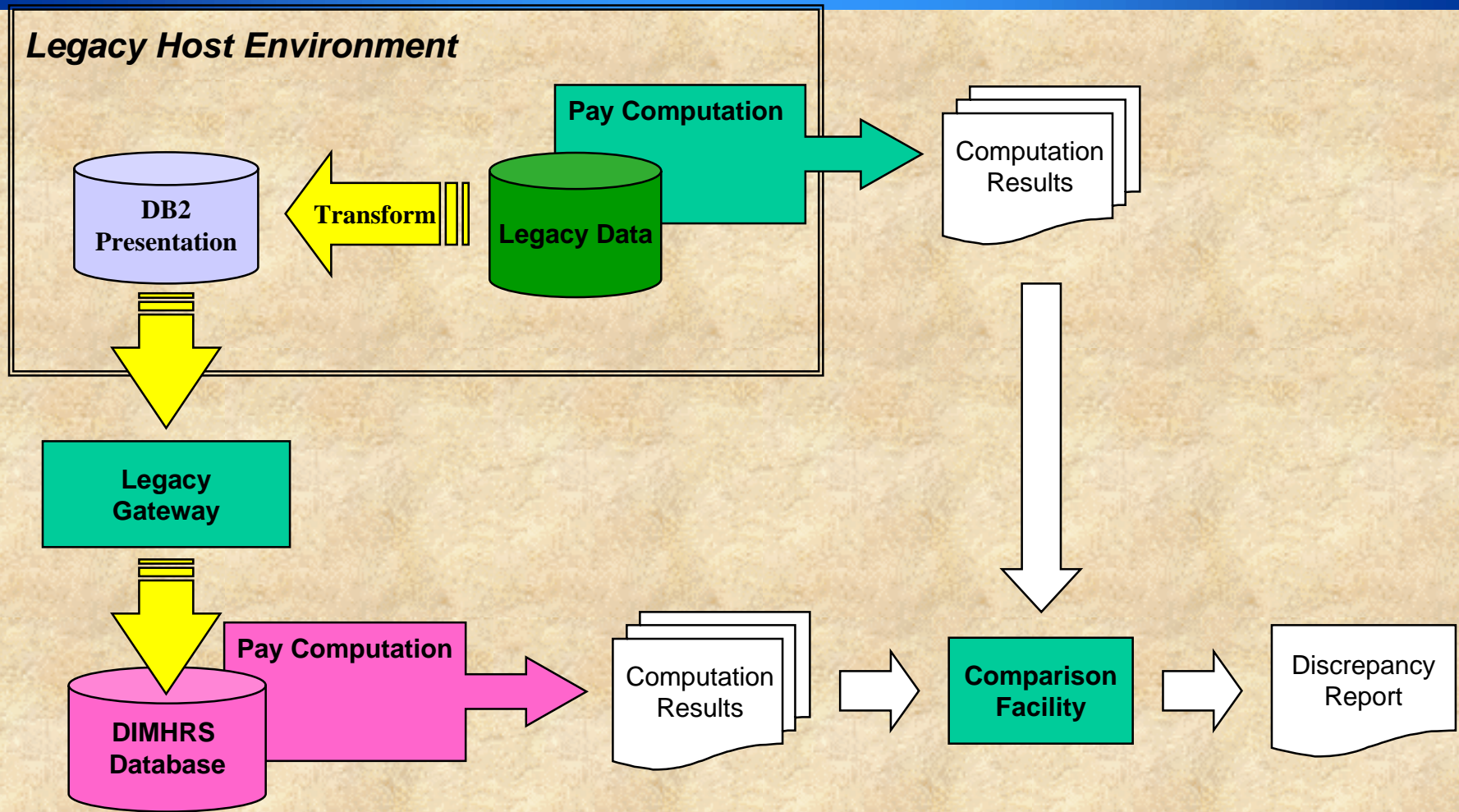
DPM Build/Test Plan



- Build Pay Functionality Incrementally *4/01 to 11/02*
 - 6 Increments
 - e.g: 1st Increment: Base Pay, BAH, BAS, Taxes and Compute Pay
 - Utilizes Rational Unified Process (RUP) Approach
 - 3 Development Phases per Increment
 - Analysis/Design
 - Software Development
 - Test
- Test Phase Uses Member LES
 - Compare Legacy System and Pay Module LESs to Identify Errors
 - Use Test Database of 2,000 to 3,000 Member Records

Major Activities

DPM Testing Concept



Parallel Testing

Key Program Next Steps



- COTS Initial Functional Analysis – April - June 2001
- Joint Requirements Oversight Council – June 25, 2001
- In Process Review (IPR) – June 2001
- Milestone II (MS II) – September 2001
- Army Active Implementation – June 2003
- Navy Implementation – September 2004